

**Brigantia Learning Trust
Post: Director of Academies (Primary)
PERSON SPECIFICATION**

			Assessed by:	
No	Categories	Essential/ Desirable	App Form	Interview/ Task
QUALIFICATIONS				
1.	Qualified Teacher Status	E	✓	
2.	Degree (or equivalent)	E	✓	
3.	Evidence of further professional learning	E	✓	
4.	Higher degree or post graduate curriculum or leadership and management qualification e.g. NPQH	E	✓	
EXPERIENCE				
5.	Experience of supporting and challenging other Heads and evidence of this having a positive impact on outcomes for pupils	D	✓	✓
6.	Recent substantial successful experience as a Head in primary education	E	✓	✓
7.	Evidence of a range of different leadership and management roles and successful experience of working as part of a senior leadership team at a strategic level	E	✓	✓
8.	Evidence of effective management and monitoring of financial resources	E	✓	✓
9.	A proven track record of making a significant positive impact on the development and improvement of a school	E	✓	✓
10.	Evidence of the implementation of successful strategies used to raise pupil progression, achievement and attainment	E	✓	✓
11.	Evidence of the use of data to establish benchmarks, set targets for improvement and evidence of improved outcomes	E	✓	✓
12.	Evidence of working at a national level with a range of stakeholders	E	✓	✓
13.	Evidence of promoting effective relationships between staff, students, employers, Governors, parents, multi-agency partners and wider community	E	✓	✓
14.	Experience of leadership in more than one school	D	✓	✓

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ABILITIES, SKILLS AND KNOWLEDGE				
15.	A clear understanding of what constitutes good practice in delivering inclusive education	E	✓	✓
16.	Knowledge of strategies to achieve effective learning, teaching, assessment and engagement of pupils including the use of new technologies	E	✓	✓
17.	Knowledge of local and national policies, priorities and statutory frameworks	E	✓	✓
18.	Evidence of knowledge and understanding of risk management	E	✓	✓
19.	Evidence of knowledge and understanding of safeguarding issues	E	✓	✓
20.	Knowledge of the role of Directors and external stakeholders (RSC, Ofsted, DfE etc)	E	✓	✓
21.	Ability to command confidence and credibility	E	✓	✓
22.	Understanding and experience of the use of Performance Management to ensure accountability in a school	E	✓	✓
23.	High standards of integrity and a positive role model for pupils and staff	E	✓	✓
24.	An ability to challenge and motivate others to create high performing team work and a forward thinking organisation committed to improvement where all members are valued	E	✓	✓
25.	Excellent oral and written communication with a wide variety of audiences across professional and social boundaries	E	✓	✓
26.	Evidence of rigorously monitoring, evaluating and reviewing performance and holding staff to account across all areas of school performance	E	✓	✓
27.	The ability to initiate and manage change effectively	E	✓	✓

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PERSONAL QUALITIES				
28.	A strong commitment to the Trust values and ethos	E	✓	✓
29.	Commitment to support the Trust's agenda for safeguarding and equality and diversity	E	✓	✓
30.	A flexible approach and a strong work ethic	E	✓	✓
31.	Stamina, resilience, reliability and integrity	E	✓	✓